### TCTC Strategic Plan Fiscal Year 2015

#### Driving Organizational Success through Our People

1. Implement a standardized orientation program for all new full-time staff
2. Implement first-year components of the talent management roadmap
3. Redesign dean and department head roles
4. Implement a service improvement program and track key service excellence metrics
5. Validate institutional values and identify supporting behaviors
6. Conduct a workforce analysis to assess alignment with college functions and processes
7. Implement the Campus Safety and Preparedness Improvement Plan (carry-over FY14)
8. Develop an employee engagement program
9. Develop a comprehensive IT applications roadmap

#### Reinventing Our Offerings to Adapt to Changing Realities

1. Develop year 1 programs using the academic prioritization plan
2. Complete ITC phase 4 design study
3. Evaluate and improve Technical Advanced Placement processes
4. Develop a STEM certificate for K-12 teachers
5. Pilot alignment of stackable credentials between CCE and technical credit divisions
6. Pilot curriculum design process
7. Complete feasibility study to begin offering competency-based diplomas, certificates, and degrees

#### Positioning and Equipping Students for Success

1. Redesign introductory general education courses with high unsuccessful rates to incorporate active and collaborative learning methods (carry-over FY14)
2. Complete Prep Academic feasibility study (carry-over FY14)
3. Develop a best practice advising resource center for advisors
4. Implement Phase II of enrollment process redesign
5. Implement student loan default management plan
6. Complete Quality Enhancement Plan initial feasibility phase
7. Develop comprehensive student support engagement plan with associated Student Learning Outcomes
8. Define an articulation pathways strategy with four year colleges
9. Pilot divisional advising centers for continuing students
10. Revise the College’s retention strategy to integrate recruitment, retention, and engagement initiatives
11. Initiate a design study for Student Success Center/Central Energy Loop

#### Embracing Personal Responsibility for Students’ Learning

1. Pilot social/personal responsibility and integrated learning outcomes beyond learning community courses
2. Develop general education design plans
3. Implement an integrated system to assess Program Student Learning Outcomes and program outcomes to include internal quality control
4. Define and implement instructional best practices using student reaction to instruction data
Tri-County Technical College, a public community college, focuses on teaching, learning, and helping students reach their goals. The College supports economic development for Anderson, Oconee, and Pickens counties in South Carolina by preparing a highly-skilled workforce. Our Ten-Year Vision, “Transforming Lives, Shaping the Community,” establishes a framework to guide our strategic planning efforts.

Activities and initiatives that comprise the 2014-2016 Strategic Plan were developed around four major strategic thrusts that are critical for achieving our long-term vision:

1. Driving Organizational Success through Our People
2. Reinvigorating Our Offerings to adapt to Changing Realities
3. Positioning and Equipping Students for Success
4. Embracing Personal Accountability for Students Learning

Tri-County Technical College, a public community college, focuses on teaching, learning, and helping students reach their goals.

The 2014-2016 Strategic Plan focuses on student success and our first step is to understand what “student success” means. Student success is a construct of higher education and can be defined in myriad ways. TCTC defines student success as students achieving their educational and career goals. To reach their goals, students must be positioned and equipped to be successful, be engaged in their learning, and be provided with support in their academic development.

Furthermore, our 2014-2016 Strategic Plan is designed to create and deliver value to our students and stakeholders by effectively organizing and using to the best effect our limited human and financial resources to:

- Deliver a transformational experience for our students
- Promote economic development in our service area
- Maintain and improve the high standard of educational and instructional experience our students now enjoy
- Ensure more of our students complete their academic and professional training
- Assist in developing career and personal goals
- Ensure our students succeed in their studies
- Provide educational opportunities that enhance the quality of life in our community

The President, Executive Staff, and the President’s Advisory Committee, in conjunction with the Tri-County Technical College Commission, reviewed and approved the 2014-2016 Strategic Plan. The process took place in eight steps.

STEP 1: Review the Ten-Year Vision and College Mission
STEP 2: Review the external factors that will impact the College via an environmental scan
STEP 3: Develop a practical vision that moves us towards realizing the Ten-Year Vision
STEP 4: Develop strategic directions
STEP 5: Develop key strategic objectives and key performance indicators
STEP 6: Develop strategies and achieving strategies
STEP 7: Align to budget
STEP 8: Continuous Improvement/Plan assessment

Please in eight steps.

The 2014-2016 Strategic Plan includes the following initiatives and initiatives that comprise the 2014-2016 Strategic Plan were developed around four major strategic planning efforts. Our Ten-Year Vision, “Transforming Lives, Shaping the Community,” establishes a framework to guide our strategic planning efforts. The College supports economic development for Anderson, Oconee, and Pickens Counties in South Carolina by preparing students for success.